

	<p><b>Policy Name:</b> Inclusion and Access</p> <p><b>Policy Number:</b> PSO-022</p> <p><b>Date Approved:</b> October 3, 2020</p> <p><b>Next Review Date:</b> October 3, 2023</p>
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## PREAMBLE

Curling Ontario is committed to ensuring that inclusion and access is incorporated across all activities of the organization. Curling Ontario will work with Member Clubs to develop programs and services for all participants in the sport of curling in accordance with existing Human Rights Legislation.

***Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.***

## DEFINITIONS

***Under-represented populations of Ontario*** – includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the lesbian, gay, bisexual, transgender, questioning, queer, intersex, pansexual, two-spirit (2S), androgynous and asexual (LGBTQQIP2SAA) communities.

## PURPOSE

The purpose of this policy is to clearly identify Curling Ontario's commitment to inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the participant specific Code of Conduct policies.

## **POLICY**

1. The policy of Curling Ontario is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. Curling Ontario will support inclusion and access for all participants in its programs, including population sectors that are identified by Sport Canada and Ontario as underrepresented populations. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services.
3. Curling Ontario is committed to opposing discriminatory behavior and promoting equity of opportunity.
4. Curling Ontario will ensure that its governance structure encourages and promotes full and equitable participation and access.
5. Curling Ontario is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
6. Curling Ontario will deal with any and all incidents of discriminatory behavior according to the *Code of Conduct, Harassment and Ethics Policy*.

## **RESOURCES**

*Canadian Sport Policy*

*Charter of Rights and Freedoms*

*Ontario Human Rights Code*

*Ministry of Tourism Culture and Sport – Sports Recognition Policy*